

250-13-3244

NAN YA PLASTICS CORP.-AM CA
Personnel Action Form - Change

225

Print on 2/08/05
Return Before 3/ 1/05

Employee Information

Name : POWELL CHERYL H.

Employee ID: 201462

Alias: POWELL, CHERYL, H.

Original Hire Date : 3/08/99

FPG-USA Hire Date : 3/08/99

Recently Rehire Date: 3/08/99

Affiliate Transfer Date : 0/00/00

New Employee or Present Data

Present Data

New (** must be filled)

Effect Date

Location Name

NAN YA PLASTICS CORP, A NALC

3/1/05 **

NPCA

NALC

Department Name

Q.C. DEPARTMENT OFFICE 6310

QC Dept. Office 6310

Job Code & Title

ADAS ADMINISTRATIVE ASSISTAN

ADAS ADMIN ASST.

Job Grade/Category

05 Assistant

AT

05 Assistant

AT

Performance Rating
/ Merit Increase %

Merit Increase

3.0

PG B

Merit

3.00 %

Promotional/Special
Increase% (If any)

X Prorated Factor

1.0000

Promo. — %

Special — %

Total Increase %

= Prorated Merit

3.0

Total

3.00 %

Yearly Base Salary
or Hourly Wage

21,855.00

~~22,510.00~~ \$22,511

Original Review Date

3/01/05

New Review Date

3/1/06 **

Comments & Information

In grade 05,

#####

Merit Increase

#####

Min: 20384.00

Compa-Ratio

C

B

A

A+

Mid: 27352.00

Max: 30576.00

.80 (<=.79)

3.00

4.00

5.00

.80 To .89

2.50

3.50

4.50

Compa-Ratio is

.90 To 1.00

2.00

3.00

4.00

Curr. salary/Mid

1.01 To 1.09

1.50

2.50

3.50

= .79

1.09 (>=1.10)

1.00

2.00

3.00

Salary History (up to latest three)

Effect Date	Loc. Code	Dept Code	Job Grade	Job Cat.	Salary /Wage	Perfm. Rating	Incrs% Merit	Incrs% Promo	Incrs% Spec.	Incrs% Total
3/01/03	NALC	6310	05	AT	21,855.00	B	3.92			3.92
3/08/02	NALC	6310	05	AT	21,030.00	B	4.00			4.00
3/08/01	NALC	6310	05	AT	20,221.00	B	3.50	4.00		7.50

Approvals

1. Supervisor / Department Manager

3. Division Head

Name:

Name:

Date:

Date:

2. Plant Manager / Director

4. President Office

Name:

Name:

Date:

Date:

Personnel/Payroll Only

Emp. Status: A / Class.: F / Group: S /

Pay Schedule Date: / /

Personnel:

Payroll:

5/2/05

DEFENDANT'S
EXHIBIT 9

SALARY EVALUATION FORM

Page 1 of 2

Employee Cheryl Powell

Evaluation Date / /

Position

Hire Date / /

ID #

PERSONAL PERFORMANCE RATING

• PART A: FOR ALL EMPLOYEES		Evaluation Points
1.	DEVELOPMENT OF SELF Degree to which growth and continual improvement is sought.	7
2.	TEAMWORK Able to work/cooperate with others on an individual or group basis.	8
3.	DILIGENCE AND ETHICS Earnest and persistent effort to accomplish what is undertaken while adhering to strong ethical principles and working with honesty and integrity in dealing with co-workers and business associates.	7
4.	GOAL SETTING AND ACHIEVEMENT Able to define and prioritize goals/objectives and to carryout specific courses of action for self and/or others to achieve them. Possesses commitment of time and energy to ensure task/goal achievement.	7
5.	VERSATILITY Displays multi-functional skills and had the ability to handle different technical tasks. Demonstrates flexibility when working with others.	6
• PART B: FOR ALL ASSISTANT SUPERVISORS AND ABOVE POSITIONS		
6.	LEADERSHIP Demonstrates effective leadership through inspiring a shared vision, challenging the process, enabling others to act, modeling the way, and encouraging the heart.	
7.	DEVELOPMENT OF OTHERS Effectiveness and thoroughness of managerial efforts to develop the knowledge, skills, abilities and performance of subordinates and others.	
AVERAGE of PERSONAL PERFORMANCE POINTS		35/50 = 70

I. **PERSONAL PERFORMANCE RATING [30% weight]**
Average of Evaluation Points (from above) 70 x .30 = 21.0

II. **INDIVIDUAL ANNUAL GOALS [70% weight]**
Average of Evaluation Points (from Individual Annual Goals Sheet) 85 x .70 = 79.5

III. **RECOMMENDED OVERALL RATING SUMMARY**

80.5

Recommended Rating Is: [Circle One]	OUTSTANDING A+ 93 - 100	EXCEEDS EXPECTATIONS A 85 - 92	COMPETENT B 70 - 84	IMPROVEMENT NEEDED C 60 - 69	NOT ACCEPTABLE D 59 and below
--	-------------------------------	--------------------------------------	---------------------------	------------------------------------	-------------------------------------

SALARY EVALUATION FORM

Page 2 of 2

This side must be completed prior to submission and final approval.

Immediate Supervisor's Comments:

Improving in Areas requested.

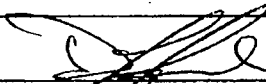
Employee has these particular strengths:

Has ability to improve and is accomplishing this.

Areas for further development or improvement are:

- Continue improving attendance.*
- Learn more computer skills, improve speed.*

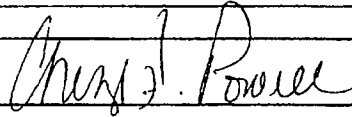
Initial Preparation By


(Immediate Supervisor)

Date 2/22/05

Employee's Comments:

Employee's Signature

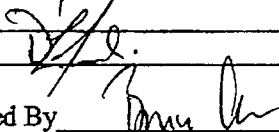


Date 2/24/05

Approving Manager's Comments:

Improved.

Approved By



Date 2/24/05

Send original document to the Personnel Section, along with the Personnel Action Form (PAF) and the employee's Individual Annual Goals.

- ATTACH ADDITIONAL SHEET IF MORE SPACE IS REQUIRED

INDIVIDUAL ANNUAL GOALS

1. Print one copy of this sheet at the beginning of each calendar year. Review these goals once a quarter.
2. At the time of the annual evaluation make a copy of this form and the previous years goals to attach to the evaluation form.
3. List Overall Evaluation Points on the copy that is attached to the evaluation.

For (Year) 2005

Employee Name: Cheryl F. Felt
 Employee ID: 201462
 Reviewed By: [Signature]

Employee and Svr/Mgr Initial and Date	March	June	September	December
---------------------------------------	-------	------	-----------	----------

For Salary Employees (Section Manager and above use Form R: PN42)

Overall Evaluation Points 3440 = 85

(To be filled out on the copy attached to the evaluation)

Goal #	(1) Description of Goals/Responsibilities	(2) Performance Expectations; Standards	(3) Target Date	(4) Self-Evaluation: Actual Performance vs. Standards	(5) Supervisor's Evaluation	Evaluation Points
1.	Safety Contribute to the beauty and safety of our surroundings. Create a safe and healthy workplace by reporting any preventable accidents.	1. Communicate to my supervisor when I see a possible hazard for our people or myself. Lead by example. 2. Wear PPE in required work area. 3. Avoid careless actions and speech.	Today	Makes sound decisions. Ex: 1. Prevented slips and falls by winterizing when feed. 2. Supplied employees with PPE. 3. Lead by example, encourages positive attitude. 4. Continually trying to become better.		10
2.	Housekeeping Create a clean office/Always organize the work area to keep it safe, and in an orderly fashion, presentable to visitors.	Put away what is not being used. Do what can be done and ask what needs to be done. Do what I say I can.	Today	Improved on cleanliness: 1. Keep computers, file cabinets, desk, and corners cleaned. 2. Insured the office equipment was always working.		8
3.	Personnel/Payroll Become aware of changes in lives/Communicate with our people, serve our peoples' needs better. Assist when employees need personal assistance.	1. Provides an accurate record of time in and out. Knowing the employees' need and providing what is available for them. 2. Always have a caring attitude, helpful	Today	Has excellent persuasive ability: Ex 1. Respect others with dignity. 2. Encourages cooperative action. 3. Dedicated to completing a job. 4. Is stable and patient under pressure.		8

INDIVIDUAL ANNUAL GOALS

For (Year) 2005

1. Print one copy of this sheet at the beginning of each calendar year. Review these goals once a quarter.
2. At the time of the annual evaluation make a copy of this form and the previous years goals to attach to the evaluation form.
3. List Overall Evaluation Points on the copy that is attached to the evaluation.

Employee Name: Charles J. Powell
 Employee ID: 201422
 Reviewed By: _____

4. Data Entry/Reports/Charts Prepare correctly 1 st time, be efficient/Deliver professionally.	1. Be fast, quick when charting dynafill, deliver charts. 2. Be readily available for accessing, priority. Become fast. Study the management needs and provide for their successfulness.	Today	Efficient. Ex: 1. Prepared dynafill graphs for POY. Initiated actions to find the correct formula to chart Interface Scans. 2. Performs many tasks Supervisors were responsible for. 3. Focused on meeting deadlines for our inside customers (other departments). 4. Ability to define priorities in the QC department and mastered the job professionally. 5. Demonstrates an ability to overcome internal barriers.	8
---	---	-------	--	---

COPIED

INDIVIDUAL ANNUAL GOALS

For (Year) 2005

1. Print one copy of this sheet at the beginning of each calendar year. Review these goals once a quarter.
2. At the time of the annual evaluation make a copy of this form and the previous years goals to attach to the evaluation form.
3. List Overall Evaluation Points on the copy that is attached to the evaluation.

Employee Name: Chris Powell
Employee ID: _____
Reviewed By: _____

Employee and Svr/Mgr Initial and Date	March	June	September	December
---------------------------------------	-------	------	-----------	----------

For Salary Employees (Section Manager and above use Form #: PN42)

(To be filled out on the copy attached to the evaluation)

Overall Evaluation Points _____

Goal #	(1) Description of Goals/Responsibilities	(2) Performance Expectations; Standards	(3) Target Date	(4) Self-Evaluation: Actual Performance vs. Standards	(5) Supervisor's Evaluation	Evaluation Points
1.	Safety 1. Contribute to the beauty and safety of our surroundings. 2. Create a safe and healthy workplace by reporting any preventable accidents.	1. Communicate to my supervisor when I see a possible hazard for our people or myself. Lead by example. 2. Wear PPE in required work area. 3. Avoid careless actions and speech.	Today			
2.	Housekeeping 1. Create a clean office/Always organize the work area to keep it safe, and in an orderly fashion, presentable to visitors.	Put away what is not being used. Do what can be done and ask what needs to be done. Do what I say I can.	Today			
3.	Personnel/Payroll Become aware of changes in lives/Communicate with our people, serve our peoples' needs better. Assist when employees need personal assistance.	1. Provides an accurate record of time in and out. Knowing the employees' need and providing what is available for them. 2. Always have a caring attitude, helpful to each employee.	Today			
4.	Data Entry/Reports/Charts Prepare correctly 1 st time, be efficient/Deliver professionally.	1. Be fast, quick when charting dynafl, denier charts. 2. Be readily available for accessing. 3. Transform idleness into focusing on priority. Become fast. Study the management needs and provide for their successfulness.	Today			
5.	OBAs & Customer Issues					

6. Self-Evaluation
Form# PN041 Rev 5/99 See Section 6.4 of the Guideline for Performance Review and Evaluation Points for Performance Ratings, Performance Grades and Evaluation Points.
PNFORMSPN041 INDIVIDUAL ANNUAL GOALS (SALARY)